



For the LGBTQ+ community, Pride Month is an opportunity to celebrate being who you are and loving who you love. Pride also serves as a reminder of the importance of diversity and inclusion, the joy and power of recognizing the full value of everyone on our team and that the battle for acceptance and inclusion is far from over.

Are You Celebrating Your LGBTQIA+ employees at Work This June? (Pride2023)

Listed below are LGBTQIA+ Keynotes, Speaking Engagements, Workshop & Educational Series that Unstoppable Performance Leaders is offering to support you with last minute IMPACTFUL Pride Month initiatives.

Keynotes, Workshops, Educational Sessions & Speaking Engagements

Topics	Brief Description
1. LGBTQ+ 101: Importance of Language and Terminology	A review of the key terms and concepts to better understand the LGBTQ+ community. This workshop will include information around language, stereotypes, gender roles, representation, and more!
2. LGBTQ+ Community and Intersectionality	Discuss with team members of varying identities the concept of intersectionality and the ways LGBTQ+ identities intersect with other identities or lived experiences.
3. LGBTQ+ Women in the Workplace	A discussion around the challenges women and specifically LGBTQ+ women face, both within the workplace and more broadly in the LGBTQ+ community, and how we can all be better allies to all women, and 'show up' for LGBTQ+ women everywhere.
4. Living Authentically	Living authentically is becoming an increasingly crucial discussion in the workplace and all society. Many workplace studies show that when people can be their authentic selves instead of "covering," work productivity and employee retention increase significantly. Building a culture of belonging where everyone is respected and valued leads to both organizational success and happier more satisfied people. This session will include: <ul style="list-style-type: none"> • The business case for promoting belonging and authenticity in the workplace. • What is "covering" and how do people cover it? • Case studies of successful authenticity

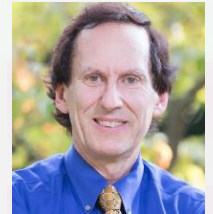


- Techniques for organizations to promote authenticity.
- Suggestions for individuals to grow in their authenticity.

This session will also feature a gay man and a transgender woman sharing their stories of building lives of authenticity and the positive impact.

Featured Speaker : **Stan Kimer** is a nationally recognized consultant and speaker on all areas of workplace diversity with a deep expertise in LGBTQ (Lesbian, Gay, Bisexual, Transgender, Queer) diversity. For four years, Stan served as IBM's corporate global LGBT diversity manager, during which time he expanded IBM's LGBT diversity initiatives globally and established IBM's procedures for supporting transgender employees, including case management of employees undergoing gender transition while in the workplace. Since retiring from IBM, Stan has trained or spoken in over 125 venues reaching over 7,500 professionals. He is a certified Out and Equal Workplace Advocates Building Bridges Trainer and a certified Training Management Corp / Berlitz Cultural Competency Trainer / Practitioner. In addition to his diversity expertise, Stan also offers clients an innovative yet proven program for engaging employees in meaningful organization-specific career planning. Stan holds a bachelor's degree from Georgia Tech and MBA from the University of Chicago Booth School of Business, and in his spare time trains as a competitive adult figure skater. Stan was recently interviewed by Forbes magazine and you can listen to the 4 minute audio interview by [clicking here](#).

"You rock. Excellent reviews. Thank you so much for presenting (Transgender Diversity) to the group." Numerous of the attendees "sang your praises". The information was clear, direct and you created an environment that made it safe to ask questions." -- Jim Stratton, NC Employee Assistance Professionals Association.



"They loved you! You made us look good! Usually, I edit the member survey responses before I share them with the speaker. I'm not doing it today. You were EXTREMELY well received..." -- Patricia Moody, Session Facilitator for the Charlotte, NC SHRM (Society of Human Resource Management)

"I wanted to thank you for speaking at the HR workshop this morning as well as tell you about the feedback we received. I received numerous evaluations stating that "the presenter was very good", "super +++". People also replied, "loved the interactions/exercises and that the program was awesome just the way that it is". Again, thank you so much! -- Candice Coffey, Small Business and Member Services Coordinator, Greater Raleigh Chamber of Commerce

Topics

Brief Description

5. LGBTQ+ Allyship in the Workplace

A conversation specifically for LGBTQ+ allies on ways to create and uphold a safe and welcoming workplace – both structurally and culturally.

6. Pride Roots

Where the Fight for LGBTQ+ Equality Began, and Where it is Now Explore the history of the LGBTQ+ rights movement, key figures, and discuss the current state of the fight for equality.



7. Leading from the Front: Partnering with ERGs on LGBTQ+ Workplace Equality

This session, specifically designed for company leaders, focuses on how executives can partner with ERGs to enact change and create an inclusive environment for all people.

8. Gender Identity 101

Learn about transgender identities, experiences, and ways to be an impactful ally and advocate. This session also covers the concepts of freedom from binaries and stereotypes of sexual orientation, gender identity and gender expression.

9. Supporting LGBTQ+ Youth

A conversation for people to learn about the experiences of queer youth, the issues that they face on a day-to-day as well as national legal basis, and ways that we can all be better allies.

10. LGBTQ+ Parents & Caregivers

LGBTQ+ Parents and Caregivers are the same as other parents and caregivers - with the same joys, challenges, and everything in between. They also face unique challenges - legal roadblocks, the need to educate others, not feeling they fit in with traditional parents and caregivers' groups, and fears of safety. In this session, we will explore how you can help LGBTQ+ parents and caregivers feel seen and heard.

And then there are the following additional customizable topics and durations to fit YOUR needs, delivered by **Stan C. Kimer**

- LGBTQ+ Diversity & Inclusion – Respect in the Workplace / Business Case and Execution (75 – 90)
- LGBTQ+ Diversity – Supporting coworkers and customers (2 hours)
- Let us Talk Pronouns! Supporting Transgender and Nonbinary People (75 minutes)
- The Diverse and Continual Process of Coming Out (60 – 75 minutes)
- The LGBTQ+ Culture and Community – a more lighthearted approach (75 minutes)
- LGBTQ+ Diversity in the Workplace and Marketplace – Strategy and Execution (75 – 90)
- My journey and 8 Life Lessons as an Out Gay Man That Can Apply to Everyone (45 minutes)



Meet Deanna Jones: Deanna has worked in the Technology field for over 25 years, including 23 years at Cisco and has an MBA from Elon University and a Masters in Instructional Technology from University of Maryland. Deanna is the Area Director at Toastmaster, a member of Harmony LGBTQ+ Chamber of Commerce currently serving on their Board and a member of Raleigh Chamber of Commerce. In 2020 Deanna transitioned to her authentic self while working at Cisco Systems. She has a DEI from eCornell and has served on various panels for DEI conferences.

Topics

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11. Supporting trans, non-binary, and gender expansive colleagues and communities (Part 1 & Part 2) Time = 1.5 Hours

Develop an understanding of language, terminology, and best practices and "don'ts's" for creating an inclusive and equitable gender inclusive environment.



12. Anti- Racism through an LGBTQIA+ intersectional approach
Time = 1.5 Hours

Review of important historical figures and socio-political moments towards Trans and LGB Liberation. Analyze how racism, transphobia, classism and/or lgb discrimination manifests and impacts lived experience of BIPOC LGBTQIA+ communities.

13. Supporting our LGBTQIA+ children: A workshop for parents of LGBTQIA+ communities Time = 1.5 Hours

Develop understanding of gender identity/experience, development, and age best practices for communicating and supporting gender expansive children It takes a village: communicating with supportive and/unsupportive family & tools for finding community.

14. Developing LGBTQIA+ inclusive policies and supervisory practices at work Organizational Consulting

Review of onboarding, organizational paperwork, and practices for LGBTQIA+ and gender expansive communities. Review and rewrite of bathroom, community and social policies and practices for inclusion of gender and sexuality.

15. The LGBTQ+ Community: Foundational Education

Increased awareness and greater understanding of the LGBTQ+ Community through a mixed media learning approach. Recognizing the personal and professional impacts on employees when there is either inclusion or exclusion in the workplace best practices for how to demonstrate inclusive behaviors that promote a collaborative, accepting, supportive and respectful environment for everyone



Meet Dio & Kristen: Dio Aldridge and Kristen Surla met at Oberlin College's Multicultural Resource Centre where they led Intersectional related programs and coalition building across LGBTQIA+ , BIPOC, Immigrant, and first-generation college student communities. Dio and Kris intentionally cultivate spaces for community building, story telling and advocacy for BIPOC and LGBTQIA populations -what makes these spaces unique is the pairing of DEIJ advocacy with wellness practices.

16. The LGBTQ+ Workplace Experience: Past, Present, & Potential

In depth education about the LGBTQ+ Community work experience, past and present A roadmap for the potential future of LGBTQ+ employees and tools to prepare companies on how to best support the LGBTQ+ Community while building an infrastructure that will have lasting effects best practices for how to be an Ally at work by recognizing how our beliefs influence our behaviors and can impact others.

For general employees, the session will focus more on how to be an ally to LGBTQ+ peers, and for HR teams and workplace leaders, the session will dig deeper into the recommended policies and procedures that should be implemented in the workplace to fully support LGBTQ+ inclusion.

17. The Power of Pronouns

A detailed overview of pronouns and the impact of gendered pronoun usage
The methodology of 'Ask / Apologize / Advocate' and the greater meaning behind why to incorporate this strategy into our personal and professional interactions



18. " LGBTQ+ 101: Importance of Language and Terminology"

Best practices for how to hold ourselves and others accountable while continuing to enhance our knowledge to lead by example. This workshop is a training and active discussion on the historical context and importance of language and how language contributes to systemic change.

Meet - Nikki Vega: Nikki is an enthusiastic psychotherapist with an approach focused on incorporating anti-oppressive, anti-racist, and trauma-informed practices with individuals, couples, and groups. Nikki' achievements include Master of Social Work with a concentration in Clinical Practice with LGBTQ+ Individuals, Couples, and Families. Knowledge of multiple Therapeutic Modalities, including CBT; DBT; MI; EFT (couples); Imago Therapy (couples) Certifications in HIV Rapid Testing Responder; Opioid Overdose Responder; Pediatric & Adult CPR/First AID



Topics

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19. Beyond the Binary: Elevating Conversations on Gender

This training explores gender nonconforming and non-binary specific terminology, cultural context, and best practices to ensure non-binary people are being respected and valued.

20. Supporting Trans and GNC Communities

This training educates allies on the impact of systemic transphobia and ways for allyship to actively help to enable change to protect and uplift TGNC communities.

21. LGBTQ+ Allyship in the Workplace

This training educates allies on the impact of systemic transphobia in the workplace and ways for allyship to actively help to enable change to protect and uplift TGNC communities in the workplace

22. Developing LGBTQIA+ inclusive policies

This training is for professionals seeking to best practices to be more inclusive for the queer community starting with policy considerations. Topics include language use, bathrooms, and paperwork.

23. Language Games: Learning from LGBTQ+ Youth About Language Inclusivity"

This workshop is a training and active discussion on the historical context and importance of language and how language contributes to systemic change.

24. Disparities in Health and Mental Health For LGBTQ+ Communities

This training is for parents, service providers, and allies to learn about the major health disparities in the world of health and mental health for LGBTQ+ individuals, the impact it has on society, and what we can do about it.

25. "My Life Journey as a trans woman - struggles and triumphs".

By Deanna Jones

"Steve came to speak with our organization about the Path to Parenthood, and we couldn't have been happier with the result. Steve speaks with such passion and vulnerability that it feels more like you're having a conversation with a friend, a trusted friend that opens your eyes to what a journey he's been on and what he's learned from it. As part of the conversation, we included a panel of LGBT+ employees that also





had gone down the Path to Parenthood, and the remarkable part of the experience was the connection that Steve was able to make with each of these parents and how he used his own story to bring more visibility to each of theirs.” Lyle Lulich, Chair, Walgreens Pride Alliance **Meet Steve Disselhorst:** Steve Disselhorst is an author, facilitator & leadership coach, who has worked with leaders in biotech, pharmaceutical, and tech companies to help them understand the importance of creating cultures that allow every employee to use their voice and create a more significant impact on their organizations as well as to create better representation for marginalized communities, including BIPOC, LGBTQ+, and women leaders. Steve served on the San Mateo County LGBTQ Commission and was co-chair of the board of for Our Family Coalition, which advances equity LGBTQ families with children.

Topics

Brief Description

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| 31. Being Authentically You | Learn about the power of stepping into your authenticity and truth. Develop the skills to take down the mask and utilize your energy for the things that really matter in your life. |
| 32. Path to Parenthood | Learn about the importance of courage, resilience, and faith on the journey to become a parent through adoption or surrogacy and leave with strategies to make parenthood a reality. |
| 33. Building Trusting Relationships – | Trust is fundamental to establishing meaningful and productive professional and personal relationships. Learn the step-by-step process to understand gaps in trust and how to build trust through conversations effectively. |
| 34. Becoming an LGBTQ+ Leader | As a marginalized group member, some LGBTQ+ people don't feel comfortable owning their identity as a leader. Learn how to use some of the challenges of belonging to a marginalized group as a strength to step into your leadership power. |
| 35. Coming Out is a Leadership Journey | Coming out at LGBTQ+ is an act of courage and bravery. Throughout this ongoing journey, you utilize leadership skills of decisiveness, inspiration, integrity, and adaptability. |
| 36. The Power of Active Communication | Conversations are foundational to successful leadership, yet many leaders struggle to communicate well. Learn the skills for more effective listening and speaking to have a more significant impact on the world |

Meet Bex Mui: Bex Mui, M.Ed, (she/her) is a biracial Chinese/Polish, first generation, equity consultant committed to the work of LGBTQ+ affirmation. Bex was the Education Manager for GLSEN's national office and the Director of the Stonewall National Education Project before founding LGBTQ+ & Equity Consulting, LLC in early 2021. Bex created the online class, *Decolonizing Gender*, for the Institute for Anti-Racist Education, and has experience consulting for the K-12 school system on the local, state, and national level.



Topics

37. Creating Affirming LGBTQ+ Workplace Environments

38. LGBTQ+ Terminology

39. LGBTQ History - The origins of Pride & it's evolution.

40. Celebrating Pride this June ~ And beyond!

41. Allyship Actions: What you can do.

Brief Description

What makes a workplace beyond inclusive for LGBTQ+ people? This workshop shares tips and best practices for LGBTQ+ affirmation.

Yes, "the alphabet" of LGBTQIA+ terminology can feel overwhelming. This pride month, dedicate some time to better understanding key terms, and best practices for navigating when you don't know.

Pride month stemmed from the Stonewall Riots and has evolved and changed over the years. Learn about key figures and events, as well as the evolution of the many Pride Flags.

Using her article, "[Pride Beyond June: From Inclusion to Integration](#)" as a framework, this workshop shares offerings and suggestions for celebrating Pride all year long.

Pride month serves as a time to highlight LGBTQ+ people and our contributions. But what does this mean for allies? This workshop highlights actions that anyone can take to support LGBTQ+ affirmation in the workplace.



Unique workshop for Pride facilitated by a Straight White Guy!

Topic: Championing Equity for LGBTQI+ Employees - What Straight Cis People Can Do
Facilitator : [Jim Morris](#) author of bestseller [Gaslight & Dog Whistles](#)

Like other marginalized groups, LGBTQ+ employees are expected to advocate for - and lead - equity efforts for their group. And when they do, their motivations and intentions are often mischaracterized or challenged - as if advocating for equality for their own group is self-serving, without concern for the business success of the organization.

Far less common is for organizations to engage straight and cis gender leaders and employees in these same efforts. The result? Cis and straight folks feeling ill equipped, afraid to risk, misstep or overstep. Meanwhile their LGBTQ colleagues feel alone, frustrated, and even ostracized, wondering why no one else is willing to stand up for inclusion or equity in their behalf.

Yet, straight, cis colleagues can and should play a role to support and even initiate reforms, processes and practices that lead to equity and equality for their queer, gay and trans colleagues.

Take heart, there is plenty of room at the LGBTQI+ advocacy table for everyone.

This workshop examines how cis gender, straight colleagues and bosses can and should lend a hand, advocate, represent and defend their LGBTQI colleagues and employees in ways that reduce shame, increase empathy, and grow partnerships.

The result? Greater ROI for the organization in terms of talent attraction and retention, a more resilient and innovative culture and engaged, collaborative workforce.

Why just Pride – Why Not Holistic DEI&B Integration?

Meet AJ Conway AJ Conway (they/them) belongs to the LGBTQIA+ community and is a Certified Diversity Executive (CDE) through the Society for Diversity, Inc., a graduate of the Standards of Professional Practice Institute through the National Association of Diversity Officers in Higher Education, and an active committee member for the National Diversity Council and its Ohio Diversity Council chapter. Conway serves as trainer for Diversity, Equity, Inclusion, & Belonging (DEI&B) initiatives for a wide variety of organizations across the country.

Feedback from AJ's Training evaluations!

"AJ is a fantastic facilitator!"

"AJ 10/10"

"AJ in an amazing instructor / Love these workshops."

"My favorite part of these workshops is AJ and the way they break things down."

"AJ's energy is infectious, and they are very upbeat and delightful!"

"Always a good job at keeping attendees engaged."

"AJ was very entertaining and delivered knowledge in a fun way."

"Please invite me to all of your trainings!"



1. DEI&B 101
This training provides participants with the fundamental building blocks about diversity, equity, inclusion, and belonging (DEI&B). Participants will engage in reflections and discussions that will allow them to explore terminology and practical application skills. Concepts include: • Diversity • Equality/Equity • Inclusion/Belonging
2. Important DEI&B Terminology
The goal of this workshop is to provide participants with an initial understanding of DEI&B concepts, so they may participate in additional workshops that allow for deeper exploration and more specialized topics.
3. Unconscious Bias
This training is an introduction to understanding and mitigating the impact of unconscious bias in the workplace. Participants will engage in activities, reflections, and discussions that will allow them to explore terminology and practical application skills. Concepts include: • Reviewing DEI&B • Exploring the origins of preferences and assumptions • Defining stereotypes • Defining unconscious bias • Understanding the different forms of bias The goal of this training is to provide participants with an initial understanding of unconscious bias, so they may participate in additional DEI&B workshops that allow for deeper exploration into mitigating the negative impact of bias in the workplace.
4. Microaggressions
This training is an introduction to addressing biases and recognizing and responding to microaggressions. Participants will engage in activities, reflections, and discussions that will allow them to explore terminology and practical application skills. Concepts include: • Reviewing Unconscious Bias • Understanding Intent vs Impact • Defining Microaggressions Exploring Examples of Microaggressions • Recognizing and Responding to Microaggressions The goal of this training is to provide participants with an initial understanding of microaggressions, so they can apply those skills in future DEI&B trainings about using your privilege and being an ally.
5. Understanding Privilege
This diversity, equity, inclusion, and belonging (DEI&B) interactive workshop provides the fundamental building blocks about understanding privilege and using your privilege effectively. Participants will engage in activities, reflections, and discussions that will allow them to explore terminology and practical application skills. Concepts include: • Reviewing

DEI&B, Unconscious Bias, & Microaggressions • Unpacking the Misconceptions around Privilege • Understanding the Various Types of Privilege • Recognizing that Privilege is Situational and Intersectional • Brainstorming Ways to Use Your Privilege Effectively to Help Others The goal of this training is to provide participants with an initial understanding of privilege, so they can apply those skills in future DEI&B trainings about using your privilege to be a good ally.

6. Allyship 101

This diversity, equity, inclusion, and belonging (DEI&B) interactive workshop provides the fundamental building blocks for understanding allyship. This can be used as a broad overview of the concepts listed above or it can be used to pull the information together from the first four training courses to begin to practically apply the information. Concepts include: • Reviewing DEI&B, Unconscious Bias, Microaggressions, & Privilege • Practicing How to Use Your Privilege to be a Good Ally • Understanding the Importance of Education and Avoiding Tokenism • Reflecting on the Difference between Active Listening and Empathic Listening • Practicing Responding to Microaggressions Effectively • Understanding the Importance of Active Allyship •

7. Introducing the Journey from Ally to Accomplice to Co-Conspirator

The goal of this training is to provide participants with an initial understanding of allyship, so they can apply those skills in DEI&B training that dive into more complex topics. Conway Consulting – DEI&B Offerings Understanding Generational Diversity For the first time in history, five generations are working side by side and contributing to a diverse workforce – Traditionalists, Baby Boomers, Generation X, Millennials, and Generation Z. Research shows that reported incidents of employees experiencing offensive comments and generation-based microaggressions are increasing. While each generation has its own influences and group attributes, it is important to remember that someone’s generation is just one part of their identity. This training will discuss workplace strategies that help work across diverse preferences for collaboration, working style, communication, and more.

8. Neurodiversity 101

Recent studies have shown that 15-20% of the population is neurodiverse. Neurodiversity includes many conditions, including autism spectrum disorder (ASD), attention-deficit hyperactivity disorder (ADHD), down syndrome, intellectual disabilities, mental health conditions, sensory processing disorders, and many more. Studies found that neurodiverse teams are 30% more productive than neurotypical ones. However, neurodiverse people are more likely to be unemployed than people with any other disability and can experience significant discrimination issues in the workplace. This workshop helps educate participants about neurodiverse identities and how to create an inclusive workplace climate that is welcoming of people with various abilities and disabilities.

9. Starting an Employee Resource Group

This workshop highlights the importance of employee resource groups (ERGs) and the value they bring to an organization’s employee success and retention efforts. This is a great workshop for participants who want to start a new ERG or who are in the early development stages of an ERG. The workshop covers best practices for defining purpose, outlining guidelines, gaining leadership buy-in, recruiting members, fundraising, programming, and more.

10. DEI&B Retreats Senior Leader & Board Member Sessions

Strong leaders can supervise and effectively manage their teams, but Diversity, Equity, Inclusion, and Belonging (DEI&B) is also critical to leadership development. Leaders that can



understand differences, create access and opportunities, and help people cultivate a strong sense of belonging within an organization are able to lead their teams more effectively and benefit the organization. These leadership trainings combine innovative approaches to leadership development and team building with critical concepts and best practices related to integrating DEI&B into the structure of the organization and the way managers work effectively with their diverse teams.

11. LGBTQ+ 101

Research shows that employees who work in inclusive workplaces report greater job satisfaction, regardless of their sexual orientation. Furthermore, LGBTQ+ employees tend to be healthier, more productive, and have better relationships with other employees when organizations commit to LGBTQ+ education and training sessions. This training aims to educate participants about gender and sexuality basics and equip them with tools for creating welcoming environments for the LGBTQ+ community in their professional and personal lives. Concepts include LGBTQ+ terminology, statistics, resources, best practices, and more.

12. DEI&B Stakeholder Sessions

These sessions are best suited for supervisors and managers that are not part of the C-Suite and/or senior leadership team. The middle-level management staff are critical to the success of DEI&B efforts in an organization. Employees are only able to apply the knowledge they gain from DEI&B training and programming when they have support and encouragement from their direct supervisors. These sessions bring together the important stakeholders across the organization to ensure that they understand the necessary DEI&B concepts and how to best support their staff's engagement in the organization's efforts.

13. Employee Resource Group Leadership Sessions

Employee Resource Groups (ERGs) are critical to an organization's employee success and retention efforts. However, the leadership positions within an ERG are often overloaded and not compensated for the work they are doing to support the ERGs. These interactive sessions allow for ERG leaders to come together to share best practices that are working for their individual ERGs, discuss collaboration opportunities that highlight intersectional identities, and explore ways to help elevate ERGs across the organization in strategic and intentional ways

DETAILS OF EVENT DELIVERY: Sessions are delivered virtually by 1 or 2 expert facilitators to customized groups of participants, in segments of 60/90 Minutes, 2 Hours, or 4 Hours. Once you have selected a workshop or keynote, we will arrange to have you meet with our exclusive facilitators who will walk you through speaking points and necessary presentation to make sure that the content aligns with your company values. A 50% deposit is requested on confirming the topic, date and time and the balance is payable 30 days before the event. We will provide the link to the event recording which will be valid for 30 days from the date of the event and available to team members who are unable to attend. To book your Customized Team Event Trainings, Workshop, Speaking Engagement, Educational Session etc. CONTACT: minki@theunstoppablegroup.com

Contrary to popular belief, Pride days are not all packed together during Pride Month in June — they are celebrated all throughout the year. And so are our events. They are available to you throughout the year. October is LGBTQIA+ History Month! Book your favourite speaker & topics Now!



About The Company [Unstoppable Performance Leaders \(UPL\)](#) is a procurement consulting firm for credible, proven external resources in the areas of Diversity, Equity, Inclusion (DEI). We BE-come an extension of the relevant department, consult with and advise the team on solution sourcing, audits and assessments, operationalizing strategy as well as source the right fit for implementation of DEI programs. We enable bold leaders leading vital initiatives, to get the credit they deserve for a job well done by all stakeholders. Ultimately, we save our clients time, money, energy & effort without them having to make any compromise on the quality and effectiveness of projects.

Our Mission To empower *all* (our clients, collaborators, affiliates, community & associates) to BE - Leaders who can in turn deliver on *their* commitments to *their* stakeholders effectively.

Our Vision To accelerate YOUR performance (*in all areas of life*), and enable YOU to produce unprecedented, effective, and sustainable results which leave all (*YOU & YOUR stakeholders*) with more power & freedom to BE YOUR best selves.

Services Include but are not limited to -Consults on Equity Audit / Culture Assessment, Creating Strategy, Operationalizing Strategy, Employee Engagement, DEI Metrics & tools, Professional Developments & Trainings. Collaborate with the talent team to identify, align on, and prioritize appropriate solutions to deliver effective results. External resource procurement as necessary, including subject matter experts, tools & solutions. Provide market intelligence & any DEI expertise necessary in alignment with strategy. Support talent team on high impact DEI strategy and initiatives with planning & directing execution. Partner with talent team to clearly connect ongoing and emerging efforts into one cohesive plan. Support talent team's efforts in the global Diversity, Equality & Inclusion space with other DEI offices, & talent teams – establishing market by market plans that are appropriate by country/multi-country market (MCM) and connected to the larger enterprise DEI framework. Emphasize the importance of and refer solutions to DEI/HR team for measuring DEI metrics for programs to allow senior leaders visibility ensuring progress is being made. Support the IDE /HR Team at the enterprise to create.

Solutions Include but are not limited to –Leadership/Professional Trainings, Workshops, Educational & Awareness Sessions through DE&I lenses including Neurodiversity & LGBTQIA++ Equity Audits/Culture Assessment, DEI Roadmap/Strategy/Operationalization, Unconscious Bias & Microaggression trainings, Insider engagement workshops (in other words engaging leadership teams who are white men & are not clear on how to support, endorse & participate in DE&I initiatives). IDI (Intercultural Development Inventory) Pay Equity Audits, Solutions to Operationalize DEI Strategy, track Real Time DEI Metrics & increase Employee Engagement

Our Commitment In pursuit of our Mission and Vision, and true to our Purpose and Values, we attract and retain the best talent from all backgrounds which fully reflects a microcosm of the diverse world in which we live and work. We invest in employee well-being and learning and development. We are committed to Diversity, Equity, and Inclusion, Racial, Gender and LGBTQ Equality -and to putting disability inclusion at the top of our people agenda with focus areas including mental health, physical disability, neurodiversity, and chronic illness. Thus, we empower our people and deliver value and effective results to our clients.

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